

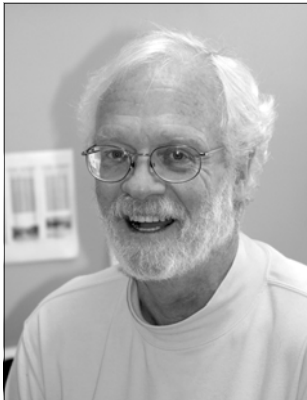


CHAPARRAL

By and for the Employees of Glendale College - Primary Funding by the Glendale College Guild AFT 2276

Speaking of the Senate...

by John Queen, Academic Senate President



As we all too well know, decisions made at the state level can have a profound impact on our students and our classes here at Glendale College. The fiscal crisis of California and the state government's attempt to grapple with it weighs heavily on all of us. But a host of other laws and policies affect us as well. In this article I would like to sketch the relationship between our Academic Senate and the Academic Senate of the California Community Colleges (ASCCC). I also would like to highlight one of ASCCC's recent decisions to illustrate that relationship.

GCC's Academic Senate is a voting member of the ASCCC

and is represented by them at the system level of the California community colleges. The Academic Senate of the California Community Colleges operates in a similar way to our own Academic Senate. Just as we consult with our Board of Trustees in academic and professional matters, so too does the ASCCC consult on those matters with the California Community Colleges' Board of Governors (BOG). The CCC Chancellor is the state equivalent of our President/Superintendent, and the ASCCC along with other organizations representing faculty, administrators, classified staff and trustees meet regularly with the Chancellor in the Consultation Council. (The Consultation Council's nearest equivalent at the college would be the Campus Executive committee.)

Communications between the ASCCC and local senates is greatly facilitated twice a year when faculty from around the state attend the plenary sessions of the ASCCC. The focus is on academic and professional topics of concern (and sometimes of urgent concern) to the community

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colleges. The most recent plenary took place in November with a series of workshops and culminated in a voting session, where the body took official positions on more than thirty resolutions covering topics from accreditation to curriculum to grading. Joe Denhart, Paul Mayer, Peggy Renner, Frankie Strong, and I represented Glendale College.

The ASCCC has been the key academic player in changes to Title 5 regulations (the policies approved by the CCC Board of Governors that govern community colleges). Thus, the

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Gabbing and Grousing with Gordy

by Gordon Alexandre, Guild President

The Missing Ingredient: Leadership



After months and months of being told by the educational community and many others that California's budget crisis stems from there not being enough revenues, the governor finally agreed last month. By not balancing the state's budget with progressive tax increases, but by "smoke and mirrors," California finds itself with a

2-year shortfall of about \$27 billion. Community colleges face approximately \$332 million worth of mid-year cuts this year alone. GCC's share of this is anywhere from \$2-4.5 million. This translates to significant class cuts, adjunct faculty members losing their classes, and full time faculty members working harder for less. We are facing the worst budget crisis since the passage of Proposition 13 in 1979.

The budget crisis is compounded by a lack of leadership at both the state and local level. The governor, now that he realizes there's a revenue problem, proposes to solve the problem mainly through a combination of massive cuts and a one-and-one half percent increase in the state sales tax. The cuts will devastate education, and the sales tax increase, because it's

so regressive, will hurt those who can least afford it—the middle and working class. Since the governor can't convince any Republicans in the legislature to increase taxes on the wealthiest Californians or to examine the inherent unfairness of Proposition 13, he proposes to get out of this fiscal mess by hurting the most vulnerable. This pathetic lack of vision and leadership makes many of us think that Gray Davis wasn't so bad after all!

The Democrats in Sacramento aren't much better. In fact, since we expect more, they're worse. They caved on budget negotiations during the Summer in the first place, allowing a Republican minority to hijack the process and get their way. They will, most likely, approach the current crisis from a similar position of weakness, since

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Chaparral

Printed 3 or 4 times per semester, the *Chaparral* is published by and for the entire staff of GCC. Primary funding is by the Glendale College Guild, AFT 2276. The newsletter is dedicated to providing timely information on the campus community about any issues that affect our college, higher education, and/or professional lives. Prose, poetry, art work and opinion as well as expository reporting are welcome. The pages of *Chaparral* are open to all faculty, staff, students and administrators. Submissions for publication should be word processed in IBM-compatible Word Perfect, MS Word or ASCII file format. No anonymous submissions will be published. Please e-mail articles to Mona Field (mfield). If you have

announcements you wish printed or any questions, contact Mona Field at x5473 or e-mail mfield.

The *Chaparral* Editorial Board is composed of volunteers and is open to any college staff members. The current board includes Mona Field (editor-in-chief), Susan Cisco (managing editor), Patricia Chamroonrat (production manager), Shant Shahoian, Andra Verstraete and Phillip Kazanjian. Columnists are Guild President Gordon Alexandre (Gabbing and Grousing with Gordy), Academic Senate President John Queen (Speaking of the Senate), CSEA President Saodat Aziskhanova (CSEA Connection), Classified Council President Henan Joof (Classified Council Corner), Guild 2nd Vice President Phyllis Eckler (Adjunct Junction), and Alex Leon (Foundation).

Disclaimer

The editors reserve the right to edit for length, clarity and/or relevance; to publish editorial commentaries; to omit materials which in their good-faith judgment is believed to be libelous, obscene and/or offensive, or an invasion of privacy. Questions regarding this editorial policy may be directed to the editor-in-chief.

The views expressed in the articles of the *Chaparral* are solely those of the contributing authors. They do not represent the views of Glendale College or the Guild.

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SPEAKING OF THE SENATE...

requirement that all colleges require college-level mathematics and English for graduation originated in the ASCCC. It is also the ASCCC that determines the disciplines list which establishes the minimum qualifications for teaching at the colleges. (Our own disciplines list either adopts these minimum qualifications or raises them, but may not lower them.)

To me, of course, the topics of most interest were ones that resonated with our own concerns here at Glendale. In particular, accreditation and student learning outcomes produced a resolution of interest.

As you may know from the October Guild meeting, the California Federation of Teachers sent the Accrediting Commission for Community and Junior Colleges (ACCJC) a letter objecting to Commission requirements about SLOs and faculty evaluations. To quote Marty Hittelman, the author of CFT's letter: "Of particular concern to CFT is the propensity with which accreditation teams from the ACCJC have indicated to the colleges that they should "develop and implement policies and procedures to incorporate student learning outcomes into evaluation of those with direct responsibility for student learning." Hittelman goes on to say that this "intrude[s] on matters left to collective bargaining by the Legislature." CFT's position, not surprisingly, is that if there are going to be changes to faculty evaluation procedures, such changes, by California law, must be negotiated with college unions. (And senates, also by law, need to be consulted on evaluation procedures.)

In response to this concern,

the ASCCC passed a resolution which contained the following two resolves:

- Resolved, That the Academic Senate for California Community Colleges affirm its opposition to including the attainment of student learning outcomes as an aspect of individual faculty evaluations; and
- Resolved, That the Academic Senate for California Community Colleges work with the Accrediting Commission for Community and Junior Colleges and with other concerned statewide faculty organizations to ensure that accreditation recommendations do not use student learning outcomes in any manner that would undermine either local bargaining authority or the academic freedom of individual faculty members.

Note that the resolution does not reject the validity of student learning outcomes or the accreditation process itself. After a period of criticism, the ASCCC has come to support both SLOs and a changed role for the ACCJC as a much superior alternative to the federal government demanding mandatory exit testing at colleges a la No Child Left Behind.

Rather, the ASCCC agrees with the CFT that the ACCJC has preempted the collective bargaining relationship mandated by California law. It is heartening to see faculty cooperation between senates and unions on this issue at the state level. As we all know from our experience at the college, the Guild and the Senate are one and the same faculty—they just wear different hats.

Other resolutions of interest include:

- A resolution defining Associate of Arts and Associate of Science degrees: "Resolved, That the Academic Senate for California Community Colleges support defining the Associate of Science degree in Title 5 Regulation as an associate degree in the areas of science, technology, engineering, and mathematics or in the area of career technical education, with all other associate degrees given the title of Associate of Arts..." (This will result in a migration of our science and math degrees to AS degrees instead of the current AA degrees, if the CCC BOG adopts the recommendation.)
- In response to a recent legal advisory from the Chancellor's office which is having the effect of reducing the use of TBA hours by colleges: "Resolved, That the Academic Senate for California Community Colleges express its concern about the lack of timeline and clarity in Chancellor's Office Legal Advisory 08-02 and request that the Chancellor's Office suspend its implementation as it is unworkable and unreasonable..."

(For a complete list of resolutions, contact me at senpres@glendale.edu.)

I have attended ASCCC plenaries for the past couple of years now, as well as in the past. I must say my admiration for the depth of the discussions and the passion, commitment and conscientiousness of my peers around the state continues to grow. It is

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Classified Council Corner

by Henan Joof, Classified Council President

Happy Holidays,



dear campus community. On behalf of the entire Classified Council board, I would like to wish you a marvelous holiday season.

This holiday season was sparked with a very imaginative display in our Halloween Costume and Department compe-

titition. It really brought out the “scary & creative” side in all of us here. The judges had a great time making rounds and taking pictures of all the well-thought-out disguises.

A few departments that stood out from the different genres were as follows:

Genre: Traditional Cute

PBX: Witches Magic Broom Shoppe
Students Services: The Black Pearl
English Lab: Harvest Slaughter
Assessment Center: Happy Halloween

Genre: Innovative Scary

Accounting: Haunted Train All Aboard

Genre: Interactive Scary

A&R: Carnival of Serial Killers

If you missed them, please visit our website for a collage of the pictures at www.glendale.edu/classifiedcouncil/halloween/2008.htm

Please don't forget to submit your membership dues for the 2008/2009 year. The cost is still only \$7, and to make things easier, you can submit your membership electronically, by visiting our website at www.glendale.edu/classifiedcouncil.

On a serious note, although we all are on pins and needles regarding the budget situation: no matter what the financial outcome is, we the Classified Staff have and will always serve our students and provide them with an experience that will ease the hardships that they are faced with, too. I thank and commend you for your continued service to our students.

Many thanks to all of you patrons of our Holiday Party at Acapulco this year. The ambience was one that we tried to capture in the collage of pictures that you can find on our website as well. Once again have a warm and relaxing holiday season, and let's all prepare to usher in 2009 with renewed resilience to tackle whatever may be.

Visit us on the web!
www.glendale.edu/classifiedcouncil



ADJUNCT JUNCTION

by Phyllis Eckler, 2nd Vice President, GCC Guild



Deadline or Docking? Meet One and Avoid the Other

week per year, outside of teaching, that is to be used for improving their teaching skills, contributing to college governance or participating in activities that will benefit the campus and its students.

In the case of adjunct faculty, one week of work translates into the average hours of one's weekly teaching assignments for the fall and spring semester (intersession hours don't count).

What kinds of activities fulfill this obligation?

There are a wide variety of activities that can be used for "flex," particularly in the case of adjunct faculty. Any work done on behalf of the college or students outside of teaching time and office hours can be used to fulfill this obligation. Attending department meetings, faculty meetings, conferences, or workshops (on or off campus) can all be considered for flex credit. Working on a committee (except in cases where ancillary activity pay is granted), representing the college in the community or taking college classes to improve your skills in your particular subject area or an area relating to it (such as a second language or CPR) also count toward flex. Even wellness activities qualify.

See the flex manual online for additional sample flex activities. The allowable activities are grouped into three categories: staff, student and instructional improvements. If you have an idea for a skills development project that falls outside the above parameters, you may submit it to the flex committee for approval by using the "Individually Planned Activity or Research" form found on the Staff Development site: www.glendale.edu/staffdevelopment

Additionally, any faculty member who presents a flex workshop on campus will receive three hours of flex credit for each hour of presentation time (two hours for preparation and one hour for the presentation). Repeated workshops receive two hours total. Contact our staff development officer, Bill Shamhart, shamhart@glendale.edu to schedule your presentation.

How do I submit verification of the flex work that I have done?

In many workshops, flex sign-in sheets are available, and flex verification forms should be handed out at the conclusion. These are two different forms,

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It has come to the attention of our new staff development officer, Bill Shamhart, that adjunct faculty have been financially penalized in recent years for not completing their flex requirement by the due date. In 2007-2008, fifty-eight adjunct faculty members were docked pay at the end of the year, and in 2006-2007, forty-nine part-timers had one week's pay revoked for not submitting documentation of completed flex hours. This unfortunate situation occurs, for the most part, because of a lack of awareness of the state's requirement for teachers to spend the equivalent of one week per year on improving their skills and/or their institution.

What is "flex"?

Your flex obligation is a professional development requirement that is paid for as part of an adjunct faculty member's annual salary. For community colleges that have flex days (Glendale College has five), these days are removed from the total days of instruction in the calendar. The state pays faculty for one extra

(Continued from page 2)
Gabbing and Grousing with Gordy

the best judge of future behavior is past behavior. The latest from the Legislative Analyst's Office (LAO) is to have students shoulder the burden of the crisis by proposing an increase in community college tuition to \$26 a unit in January, 2009 and \$30 a unit in July, 2009. I am sure the Democrats in the legislature will grudgingly support this, once again demonstrating their weakness and lack of leadership. They should be the champions of students and the poor. They should be the ones arguing that state income tax on the wealthiest should go back to 11%, as it was in the 1980s, instead of the current 9%; that corporate taxes should be increased; and that homeowners who have lived in their homes for 20 or 30 years aren't paying their fair share of state property taxes. It's about time that those who are supposed to be liberals start acting like liberals!

There's a leadership vacuum at GCC as well. While most on the Board of Trustees are well-intentioned, they are learning on the job. They are learning how to set goals and priorities and not get involved in the day-to-day operation of the college. But learning how is not the same as providing vision and leadership. At this time, at this moment, and during this crisis they need to set aside the bureaucratic tasks of redoing and reexamining board policies and administrative regulations and put people first. They need to spend less time consulting with their lawyer about every little thing and more time getting the administration to sit down with the various stakeholders and figure out solutions to our collective problems. They should be encouraging the administration not to panic, not to overreact, to be fair, to minimize the pain, and to share whatever pain there is. They need to spend no time campaigning for reelection and put all their effort into reinforcing the

notion that GCC is a special place with a common purpose. Leadership isn't particularly important when there's lots of money and few problems, but when there's little money and many problems, it's very important, and I'm not convinced this Board can provide it.

I also don't see much leadership coming from the office of the president/superintendent. I don't question her intentions or motives, just her ability to work effectively in an institution like ours with a long and cherished history of shared governance and faculty empowerment. Though she cautions us, in her most recent intranet White Paper response to the Guild presentation at last month's Board meeting, against "misinterpretation and missteps," she proceeds to do what she accuses us of doing. In her 6-point response to the Guild, she misinterprets and misrepresents the Guild position on each one. This is not the right time or

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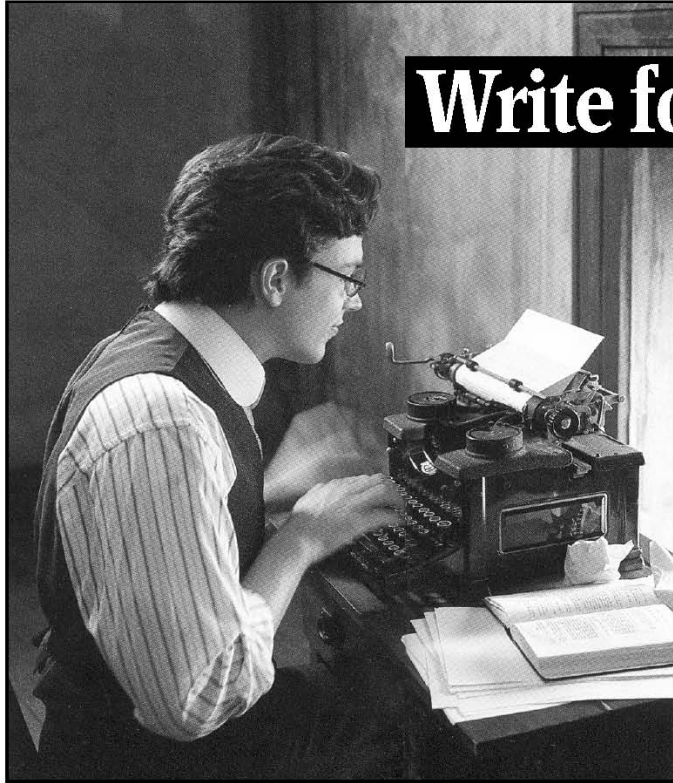
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Write for the Chaparral!

Do you have ideas for stories? What campus issues would you like to read about in the *Chaparral*?

Write an article on a topic of interest to the college community. Faculty flex credit and classified professional growth units are available for published articles.

To launch your *Chaparral* career, contact the editor, Mona Field, at x5473 or e-mail mfield@glendale.edu

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Gabbing and Grousing with Gordy

place to respond point by point to her side of the story; suffice it to say she missed the point on all of them. For example, the Guild never accused the District of not being willing to place the Guild presentation on the Board agenda, but it was a waste of time and energy to figure out where it should be placed. I have the e-mails to prove that this was the nature of the discussion. It should have been a simple matter, but ended up a tedious and unnecessarily complicated issue. I still maintain the president/superintendent overuses legal counsel and hides behind legal opinion so as to avoid taking personal responsibility, bypassed the governance procedure when it came to trying to obtain a letter in support of granting LACC's Northeast Campus center status, circumvented a proposal to join the Guild in looking into the

budget, and places process above people. The president/superintendent's top-down approach to leadership has resulted in alienating the faculty, which makes it difficult to work things out collaboratively. We'll see if the future will be any different from the past.

Neither at the state nor at the local level do we have the kind of leadership necessary in times like these. However, I am not entirely pessimistic. The faculty and staff have always been the heart and soul of GCC. I suspect that we will step up as we have in the past if we have to. Obviously, if the hit to GCC is \$4.5 million, we will have to tighten our belt and be creative. If, as I suspect, the hit is more like \$2 million, then we already have enough money this year to see us through the problem, and the pain will be minimal. Regardless of this, the thing that's always been present at GCC, but

which is missing now, is goodwill. It is indeed in short supply now, and budget problems will only make it worse. Compounding the problem is the retirement of 40+ employees. While the retirements are good for those retiring and save the District money, the institutional memory, experience, and wisdom the college is losing will sorely be missed. Coming together as a community will be made more difficult by so many retiring who remember when we used to be a community. Still, I am confident the faculty will put forward a vision for the college that ensures the maintenance of our high academic standards and excellent programs while, at the same time, ensuring competitive salaries, medical benefits second to none, and job security for all. 📖

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ADJUNCT JUNCTION

and one verifies the other. At college, department and committee meetings (which are required for full-time faculty and therefore not usable for full-timer flex), often there is neither a sign-in form nor flex verification forms available for adjunct faculty who attend for flex credit. At those meetings, you can ask for a memo from the presenter or chair of the committee to be sent to the staff development officer ASAP with a copy sent to you. This may be your only form of verification, so you have to be vigilant about collecting it. Starting a sign-in list at the meeting may also help. For courses that are taken at a college or school, a copy of your transcript, grade report or certificate is required proof. For conference attendance, a registration receipt,

confirmation letter or memo from the presenter is acceptable proof. Avoid “double dipping”: using off-campus flex activities for more than one school. For more examples of acceptable activities and verification requirements, check out the flex manual, which can be downloaded from the staff development site (referenced above).

By what date do I need to complete my flex requirement?

An Individual Flex Completion Form (available at the staff development website) along with verification forms or memos must be submitted to the Staff

Development office (through campus mail or e-mail) no later than May 7, 2009. If you have a conference or course that will not be completed until later than that date, it may be listed on the form but verification must be submitted by June 11, 2009. Failure to adhere to these deadlines may result in the docking of some or all of one week’s hourly wages.

Don’t become a statistic like the ones that preface this FAQ... get your flex obligation done and submitted. You may even enjoy the opportunity to learn something new, meet new people and/or engage in a new activity. Check out the staff development website for a list of ongoing workshop opportunities on campus and start collecting those verifications. 📖

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SPEAKING OF THE SENATE...

truly an educational experience, grounded in a deep philosophical consideration about what is good for our students. I would highly recommend that faculty take the opportunity to attend, if and when our travel budgets get restored. But that’s another story... 📖

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Jazz at GCC



The Glendale College
Big Bad Jazz Band
delivered their end-of-semester
concert in the Auditorium
on November 23.



Happy Retirement!

GCC's 2008 Retirees



FACULTY

Larry Byrd
Professor of (Organic)
Chemistry
Years of service: 33.5

Myron Faverman
Associate Professor of
Computer Science/
Information Systems
Years of service: 15.75

Mona Field
Professor of Political Science
Years of service: 25.75

Ray Glienna
Professor of Chemistry
Years of service: 34.25

Rob Kibler
Professor of Art
Chair, Visual & Performing
Arts
Years of service: 32.5!

Jim Knighton
Professor of Computer Science/
Information Systems
Years of service: 17.25

John Kray
Associate Professor of Welding
Years of service: 32.75

Marilyn Lammers
Associate Professor of CABOT
Years of service: 8.25

Jean Lecuyer
Professor of Physics
Director of the Science Center
Years of service: 30

Murray Levy
Professor of Business
Administration
Years of service: 24.25

Joyellen Lottie
Instructor of CABOT
Years of service: 23.25

Dinh Luu
Counselor, EOPS
Associate Professor
Years of service: 26.25

Linda Manzano-Larsen
Instructor of Child
Development
Years of service: 16.25

Lynn McMurrey
Associate Professor of Dance
Dance Department Chairperson
since 1994
Served as Guild President twice
Served as Senate President once
Served as Staff Development
Officer
Years of service: 29.25

Jose Mercade
Coordinator, Baja California
Field Studies Program
Years of service: 35.25

Helen Merriman
Associate Professor of ESL,
Continuing Education
Years of service: 27.25

Nick Papaioanu
Associate Professor of
Electronics & Computer
Technology
Years of service: 23.75

Lynn Pomeroy
Professor of Mathematics
Years of service: 22.5

Mike Scarpace
Professor of Physical Education
Years of service: 32.25

Carlos Ugalde
Associate Professor of Ethnic
Studies
Years of service: 28.25

CLASSIFIED

Mary Bjoin
Human Resources
Years of service: 8.25

Louise Chamroonrat
Senior Duplicating Clerk,
Duplicating
Years of service: 16.25

Susan Cisco
Graphic Designer,
Public Information Office
Years of service: 26

Nellie Lopez
Student Services Technician
EOPS
Years of service: 26.75

Arturo Magallanes
Facilities
Years of service: 16



Vera McGillivray
PBX Operator,
Business Services
Years of service: 30

Cleotilde Razana
Facilities
Years of service: 15

Antonio Ruta
Facilities
Years of service: 19

Bonnie Shipston
Women's P.E.,
Athletic & Equipment
Attendant/
Design Technician & Costumer,
Dance Department
Years of service: 16.25

Barbara Stepp
Human Resources
Years of service: 20.5

Hannelore Thompson
Admissions & Records
Years of service: 21.5

Helen Toledo
Cafeteria
Years of service: 15.25

Iskouhy Vrtanesyan
Cafeteria
Years of service: 15.25

MANAGEMENT

Kathryn Ligon
Admissions & Records
Years of service: 19.25

John Miketta
Information & Technology
Services
Years of service: 10.25

Judy Razze
Student Services
Years of service: 14

Dave Roswell
AIS
Years of service: 28

Larry Serot
Executive Vice President,
Administrative Services
Years of service: 16.25

Scot Spicer
Associate Dean of Instruction
Instructor of Sociology
Years of service: 22

Vicki Washington
Associate Dean, EOPS
Years of service: 18.25

Linda Winters
Associate Dean,
Library & Learning Resources
Years of service: 33.25

Debi Wootton
Assistant Director, CalWORKs
Continuing Education
Years of service: 17.75



To Faculty and Staff—The **Patrons Club** thanks you for your support of "Everything's Coming Up Roses" on November 7. We also thank you all for your sponsorship donations. Because of everyone's support, together we will be able to give as many scholarships in 2009 as in past years. There's something new this year, so please save the date: **May 21, 2009**. We will have a combined scholarship award luncheon and Dr. Davitt luncheon on campus, in the J.W. Smith Campus Center Conference Room.

You will be able to meet and greet the deserving and outstanding students who will be receiving our scholarships and enjoy lunch catered by the Culinary Arts Department.

Happy Holidays to all of you and thanks.

Judy Gorham, Patrons Club President
Betty Musacco, Chair of Fundraiser
Marianne Jennings, Fundraiser Co-Chair



M I L E S T O N E S

A longtime member of our community, **Kenneth Gray-Scolari**, lost his husband, Richard Douglas Gray-Scolari (known fondly around the Theatre Department as "Rich") on November 8. Rich was a very special person to the Theatre Department's faculty, classified staff, and many of our current and former GCC theatre students. His presence will be missed. In celebration of Rich's life, donations can be made to The American Foundation for AIDS Research www.amfar.org or the charity of your choice. Ken Gray's email address is gray-scol1@gmail.com.

Greg Jones, husband of **Brenda Jones**, received the Henry W. Bloch National Award for Outstanding Community Service in November. Greg works for RSM McGladrey, a subsidiary of

H&R Block. Greg and Brenda were flown to Kansas City, MO to attend a private awards luncheon, where they met Mr. Bloch, H&R Block executives, Foundation board members, and other award recipients. In addition to receiving an engraved glass award, Greg was granted \$5,000 for the non-profit organization of his choice. He has selected Rotary International to receive the grant; they will match it with another \$5,000. The award was based on Greg's community service with Rotary International, the Tournament of Roses, the Rose Bowl Operating Company, and Friends of the Pasadena Public Library-Hastings Associates.

On election eve, **John Kray's** new granddaughter was born: a beautiful girl, Ashley, weighing 7 lbs. 3 oz. Ashley joins proud parents Kerin and Jon

Sudtell; a really proud big brother, Kevin, 7 yrs old; and happy grandparents for the fourth time, John and Beth Kray.

The journalism department won a general excellence award for its spring magazine, *The Insider*, at the Journalism Association of Community Colleges conference this past weekend in Fullerton. The magazine also won a first place and third place writing award. This is remarkable recognition for a first-time magazine. The competition included more than a dozen colleges that have produced magazines regularly. Also, the college newspaper, *El Vaquero*, won five awards for photography and writing. 📖



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